



**CCSO
High
—GHS**

Sheriff's Office Employees Complete Supervisors Development Academy



On November 12, twenty five county employees, their guest, and Department Directors gathered at the Radisson for dessert and the graduation ceremony of the Supervisors Development Academy. The SDA is a nine week course designed for supervisor growth and development. The classes are taught by county employees, as well as outside professionals; each with their own expertise.

The goal of the SDA is to train new and experienced supervisors in specific areas of competency to encourage their success and provide a cohort of people at various stages in their careers who can be a resource for them as they assume the responsibilities of a supervisor.

The topics covered over the course are topics such as: Becoming An Effective Leader, The Bermuda Triangle (ADA, Workers Compensation, and FMLA), Performance Management, Employee Assistance Program, Valuing & Managing Diversity, Ethics & Ethical Decision Making, Equal Employment Opportunity, Managing Teams and Conflict, Recruitment & Selection, and Fiscal Management. With these tools in the Supervisor's tool belt, they will have the necessary skills to grow and develop the employees entrusted to them. The Sheriff's Office would like to congratulate four employees of our office who have completed this course. Valerie Ausband – HR Manager, Detention Sergeant Adan Leon, Detention Officer Cory Ringenberg, and Rafael Luzania – Detention Maintenance.



Employee Development



Sergeant Jason Bond

Jason Bond was promoted to Sergeant in the Patrol Division. Jason has been with the Coconino County Sheriff's Office since June 2002. During his tenure he served as a Patrol Deputy and as a Detective. He also has served on the

Metro Unit and currently serves on the S.W.A.T. Unit. Jason is the recipient of

the 2006 Narcotics Officer of the Year Award and a 2007 Meritorious Service Award. Jason brings to his Patrol Sergeant's position a breadth of experiences and strong investigative abilities.



Deputy Robert "Rocky" Hernandez

Robert "Rocky" Hernandez has been selected for a position in the Northern AZ GIITEM (Gang and Immigration Intelligence Team Enforcement Mission). This is an interagency task force sponsored by the Department of Public Safety.

"Rocky" has been with the Coconino County Sheriff's Office since January 2007. "Rocky" previously worked for the Williams Police Department and for the Arizona Division of Emergency and Military Affairs.

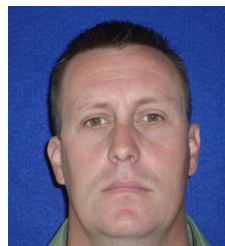
As an Officer with Williams Police Department, "Rocky" served a year on the interagency Metro Task Force. He has been able to apply his knowledge and experience gained in Metro to help identify possible drug issues in the Tusayan area and worked with multiple agencies to complete the investigation. He also has worked closely with the communities in Parks and Ash Fork. He is fluent in reading and speaking Spanish and is interested in developing outreach programs for the Hispanic community.



Detective Robert Gambee

Robert Gambee has been promoted to Detective. Robert has been with the Coconino County Sheriff's Office since August 2004. He is a member of our Mounted Unit and served on the Vehicle Graphics Focus Group that developed our vehicle "swoosh." He has been proactive in learning about the people in his patrol communities through field interviews and

has worked closely with Metro to reduce criminal activity in those areas. His most current assignment is with GIITEM (Gang and Immigration Intelligence Enforcement Mission).



Detective Jerry Moran

Jerry Moran has been promoted to Detective. Jerry has been with the Coconino County Sheriff's Office since November 2007. Jerry began his career in law enforcement in 1992 as a Detention Officer for the Maricopa County Sheriff's Office. In 1994 he

completed his Peace Officer Certification. His early positions were as a Police Officer for Central Arizona College and a Security Police Specialist for the Arizona Air National Guard. Before moving to Northern Arizona, he served the City of Tolleson as a Police Officer, Detective, acting Patrol Sergeant, and acting Detective Sergeant. Jerry is currently a member of the Coconino County Sheriff's Office Armory, is a POST Firearms Instructor, and a POST General Instructor.

Sheriff's Office Conducts CERT Training

The Coconino County Sheriff's Office and the Flagstaff Police Department conducted a basic Community Emergency Response Team (CERT) training session at the Flagstaff FIRE Department TRAINING FACILITY located at 2800 East El Paso, (Near the Wildcat Treatment Plant). This three day class was held on November 20 – 22, 2009. There was no charge for this training.

CERT is about readiness, people helping people, and rescuer safety.

The Community Emergency Response Team (CERT) Program educates people about disaster preparedness for hazards that may impact their area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations.

Using the training learned in the classroom and during exercises, CERT members can assist others in their neighborhood or workplace following an event when professional responders are not immediately available to help. CERT members also are encouraged to support emergency response agencies by taking a more active role in emergency preparedness projects in their community.

Following a major disaster, first responders who provide fire and medical services will not be able to meet the demand for these services. Factors as number of victims, communication failures, and road blockages will prevent people from accessing emergency services they have come to expect at a moment's notice through 911. People will have to rely on each other for help in order to meet their immediate life saving and life sustaining needs.

One also expects that under these kinds of conditions, family members, fellow employees, and neighbors will spontaneously try to help each other. This was the case following the Mexico City earthquake where untrained, spontaneous volunteers saved 800 people.

However, 100 people lost their lives while attempting to save others. This is a high price to pay and is preventable through training.



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Coconino County Sheriff's Office

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Service to Community

We are committed to providing responsive and effective Service to the Community. We earn and maintain the public's trust and confidence through our integrity and professionalism. Toward these goals, we devote our

Veterans Foreign Affairs Deputy of the Year



Deputy Jennifer Morrison

The Sheriff's Office congratulates Jennifer Morrison, Veterans of Foreign Wars (VFW), Officer of the Year.

This award is a great honor and tribute to the dedication of our officers. It is not only an honor to be nominated by your peers, but it also is an honor that these community and professional organizations recognize and value the outstanding work of our officers.

Deputy Morrison has been with the Coconino County Sheriff's Office (CCSO) since July 2004. In addition to having completed the Arizona Peace Officer Certification, Jennifer also completed Park Ranger Peace Officer Certification.

Deputy Jennifer Morrison was awarded the VFW Officer of the Year Award for her exceptional customer service to the community. She has been an active agency representative for the Law Enforcement Torch Run for the past several years organizing the Williams leg of the Torch Run. She also is one of our DARE / School Resource Officers which is an important component of outreach to the community. She also took on extra duties of serving as a lead deputy in our Search and Rescue program. She develops strong working relationships with her coworkers and the community. Deputy Morrison is an outstanding mentor and professional.

Congratulations to Deputy Jennifer Morrison and thank you for your service to community.